



## LGBTQIA+ Liaison Program

The State of Maryland takes immense pride in the diversity of its dedicated staff members and stands by its commitment to provide an inclusive, safe, and welcoming working environment in all of its workspaces. Part of this commitment is ensuring that staff have the adequate resources and advocates they need to ensure that their ideas, thoughts, and feelings are heard. To this effort, the Maryland Energy Administration (MEA) is pleased to announce the creation of the LGBTQIA+ Liaison Program.

The LGBTQIA+ acronym stands for lesbian, gay, bisexual, transgender, queer, intersex, and asexual (a person who does not experience sexual attraction), allies (a person who is not LGBT but who actively supports the LGBT community), or both and the "+" symbol stands for all of the other sexualities, sexes, and genders not included.

The LGBTQIA+ Liaisons are visible allies to lesbian, gay, bisexual, transgender, and/or questioning staff at the agency. LGBTQIA+ Liaison continue to find ways to support staff and facilitate safe working environments for all. The LGBTQIA+ Liaison encourages an overall positive impact on workplace climate, encourages on-going educational opportunities, and helps LGBTQIA+ employees identify supportive allies among their coworkers.

Creating safe and inclusive workplaces for the LGBTQIA+ Community increases productivity, workplace satisfaction and retention. When employees can bring their authentic selves to work, more time and energy is spent on doing their jobs and creating healthy relationships with coworkers.



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